



AHFSM : Gender Audit Report 2024



Azad Hind Fouz Smriti Mahavidyalaya

Domjur, Howrah

Established 1986

<https://ahfsm.ac.in/>



Gender Audit: 2018-2023

**COMPILED BY
IQAC & WOMEN'S CELL**

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*"A Gender equal society would be one where the word Gender does not exist; where everyone
can be themselves"*

GLORIA STEINEM

1. Introduction to Azad Hind Fouz Smriti Mahavidyalaya

Azad Hind Fouz Smriti Mahavidyalaya is an Under-Graduate Co-Educational Degree College affiliated to the University of Calcutta. The College was established on 8th October 1986.

The College is named after **Netaji Subhas Chandra Bose** and the Indian National Army (the '**Azad Hind Fauj**' / '**Free India Army**') honouring the indomitable spirit of Netaji Subhas Chandra Bose whose legacy is an inspiration to all. Netaji Subhas Chandra Bose had a well-considered view on education in India. He believed that the primary role of a college education is to acquire intellectual discipline and a critical frame of mind. According to him the goal of higher education in India should be to create a system that enables students to gain practical knowledge and apply their knowledge in real life.

Azad Hind Fouz Smriti Mahavidyalaya is the only one in **Domjur Block** which is the largest block in the **Howrah District** of West Bengal spreading across an area of 97.3 sq. km. situated at a distance of 17 km from District Headquarter. The College imparts **Major / Honours Programmes** in English, Bengali, Geography, History and Education and **Multi-Disciplinary / General Programmes** in English, Bengali, Sanskrit, Education, Philosophy, Geography, Economics, History, Political Science and B. Com.

The College is committed to provide quality education at the undergraduate level to students irrespective of caste, creed, religious and gender. The **Mission of the College** is to enable the students to live fruitful lives and make meaningful contributions to the community. The **Vision of the College** is to reach out to the vast hinterland and rejuvenate the young minds with the message enshrined in the Rig Veda – *śraddhāvān labhate jñānam* – “The reverent attains wisdom.” This requires the active co-operation of all the stakeholders – the students, the teaching and non-teaching staff, and the community at large – and their commitment to maintain an atmosphere of academic integrity within the campus and also remain conscious of their social responsibility, outside the campus.

2. Gender Audit: Concept, Objectives and Methodology

Gender Audit is an attempt to study whether the college has a good gender balance. It tries to see whether college follows government rules, policies and actions formulated for up-gradation of women in society. The Gender Audit tries to access the impact of its current and proposed policies on gender equality.

Gender Audit is conducted with specific gender-related objectives:

1. To assess the Gender Balance in an organization
2. To suggest measures for bridging the gender gap, if any
3. To ensure there is no gender discrimination in the organization's policies and practices
4. To ensure there is no gender-based harassment among the students and staff in the organization
5. To ensure an organization has adopted effective measures for the safety and well-being of all genders
6. To foster Gender Equality in all aspects of the organization

A Gender Audit usually includes two dimensions as follows:

1. **An internal audit:** This dimension refers to how much an organization fosters gender equality within its organizational, managerial structure and internal processes and whether these contribute to gender equality in the organization. An internal gender audit monitors and contributes to capacity building and organizational ownership for gender equality initiatives.
2. **An external audit:** This dimension aims to assess to what extent the organization fosters gender balance by the inclusion of men and women involved in or affected by its policies, programmes, projects or services. When applied to these a gender audit evaluates to what extent gender equality is maintained and further assesses whether there are gender-specific objectives in policy-making such as, to bridge or close gender gaps, ensure that men and women benefit equally and gender inequalities are not perpetuated inadvertently.

3. Gender Audit Committee of Azad Hind Fouz Smriti Mahavidyalaya

Sl. No.	Name	Designation	Designation in Gender Audit Committee of AHFSM
1	Dr. Jaydeep Sarangi	Principal, New Alipore College, Kolkata	External Committee Member
2	Dr. Soma Bandyopadhyay	Principal, Narasinha Dutt College, Howrah	External Committee Member
3	Dr. Ajanta Paul	Principal Women's Christian College, Kolkata	External Committee Member
4	Dr. Supriyo Chakraborty	Principal, Azad Hind Fouz Smriti Mahavidyalaya, Domjur, Howrah	Chairperson
5	Dr. Aditi Sengupta	Associate Professor, Department of English & IQAC Coordinator, Azad Hind Fouz Smriti Mahavidyalaya, Domjur, Howrah	Internal Committee Member
6	Dr. Julie Dutta	Assistant professor Department of Education & Convener, Women's Cell, Azad Hind Fouz Smriti Mahavidyalaya, Domjur, Howrah	Internal Committee Member
7	Dr. Palash Bandyopadhyay	Associate Professor, Department of Commerce & Bursar, Azad Hind Fouz Smriti Mahavidyalaya, Domjur, Howrah	Internal Committee Member

4. Implementation of Gender Audit in Azad Hind Fouz Smriti Mahavidyalaya

Gender Audit was undertaken by the IQAC, Azad Hind Fouz Smriti Mahavidyalaya, for the period 2018 to 2023. The Gender Audit Committee Members evaluated the Statistical Gender Analysis Data of all students and staff-members to evaluate the gender balance in the College.

Facilities for Students:

- All Gender-related basic facilities are available in the College for all Students:
 1. Separate Common Rooms for Boys and Girls
 2. Separate Washrooms for Boys and Girls
 3. CCTV cameras for monitoring activities in different points all over the campus
- Redressal Mechanism for Gender-related harassment for all Students:
 1. Complaint/Grievance Drop-Box in the College Office (Offline)
 2. Women's Cell (Offline)
 3. Complaint registration through ICC-POSH Grievance Google Form (Online)
 4. Email members of Women's Cell (Online)
- Gender Sensitization Programme by Women's Cell:
 1. Women's Day (8 March, 2023)
 2. Gender Sensitization through certain sections (Programmes and Courses) of the University of Calcutta curriculum

Facilities for Staff-Members:

- All Gender-related basic facilities are available in the College for all staff-members:
 1. Separate Washrooms for Men and Women
 2. CCTV cameras for monitoring activities in different points all over the campus
- Redressal Mechanism for Gender-related harassment for all staff-members:
 1. Complaint/Grievance Drop-Box in the College Office (Offline)
 2. Women's Cell (Offline)
 3. Email members of Women's Cell (Online)

5. Results and Discussions:

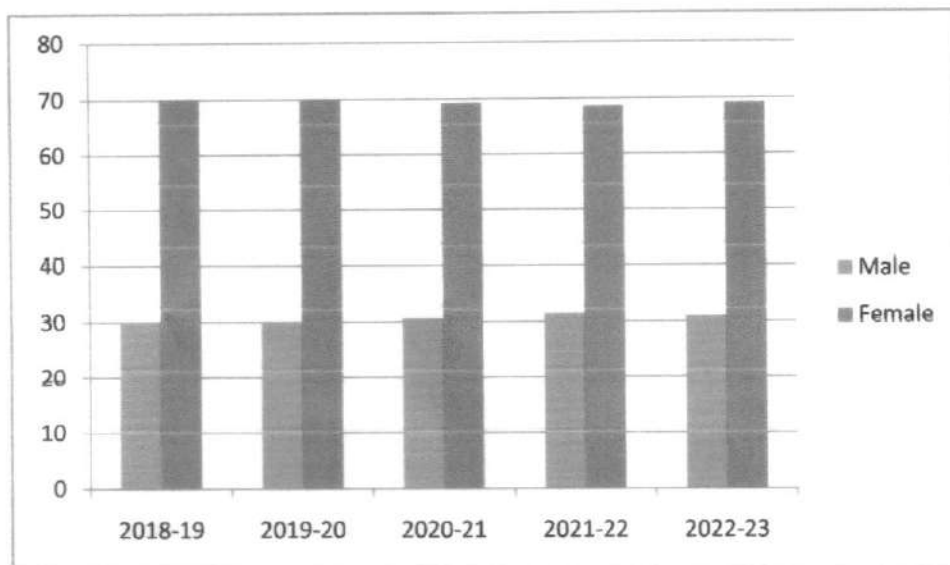
Azad Hind Fouz Smriti Mahavidyalaya believes in Gender Equity and strives to create and retain a gender balanced environment which would help achieve better man-women relationships in the community and make students responsible citizens of this country.

Gender Balance ensures a fair ratio of male and female representation in terms of number of students in various programs as well as among the staff members. The rationale behind Gender Balance is that women in a patriarchal country like India have lesser access to resources and opportunities due to conservative social systems which inhibit them in different spheres of life. Azad Hind Fouz Smriti Mahavidyalaya is located in an area with a significantly large minority population. Consequently, girls have a lesser chance to enrol and complete College Programmes, which adds to the statistics of socio-economically deprived Indian women and limits women's empowerment and access to development initiatives.

- **Analysis of Gender Balance among Students:**

Gender Balance in students' enrolment in various courses offered by Azad Hind Fouz Smriti Mahavidyalaya, are listed below:

Session	Male	Female	Total	Male (%)	Female (%)
2018-19	357	835	1192	29.95	70.05
2019-20	441	1022	1463	30.15	69.85
2020-21	542	1222	1764	30.73	69.27
2021-22	623	1357	1980	31.47	68.53
2022-23	429	956	1385	30.97	69.03

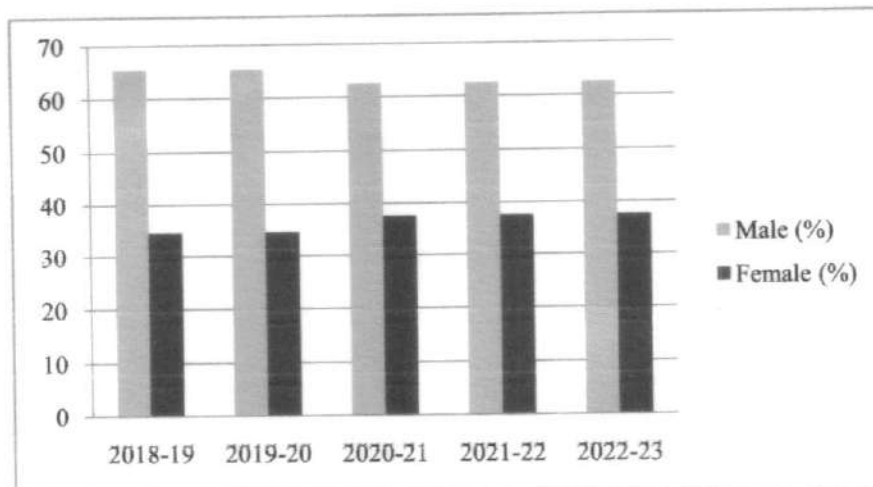


The above figures represent the comparative analysis of enrolment of students at Under-Graduate level in the Departments of English, Bengali, History, Geography, Education, Commerce, Political Science, Philosophy, Sanskrit, and Economics under Calcutta University for the last five years i.e. academic sessions 2018-19 to 2022-23. The result is encouraging as the enrolment of female students shows increase in higher education on a yearly basis and the enrolment scenario is dominated by female as well. This vividly gives the idea that girls are not lagging behind when compared to boys in enrolment.

• Analysis of Gender Balance among Teaching and Non-Teaching staff:

Gender balances among the teaching and non-teaching staff appointed to various academic and non-academic (administrative & office) posts in Azad Hind Fouz Smriti Mahavidyalaya, are given below:

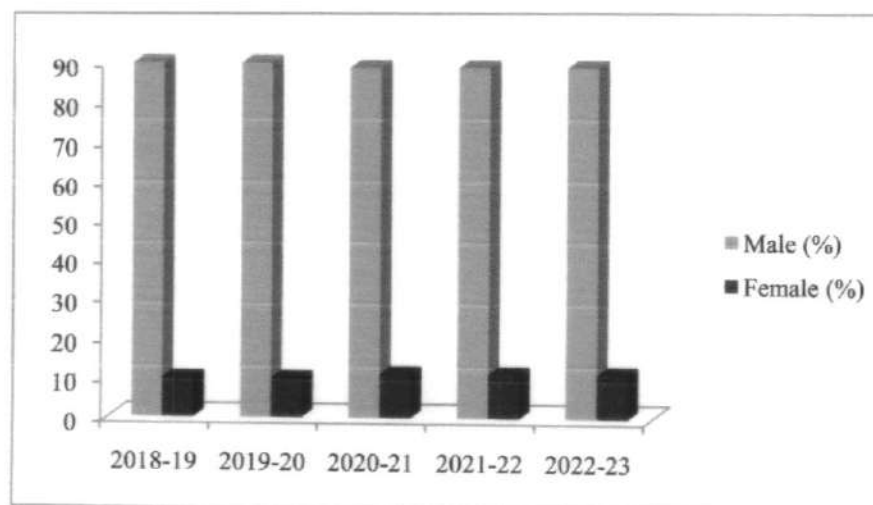
Session	Male	Female	Total	Male (%)	Female (%)
2018-19	17	9	26	65.38	34.61
2019-20	17	9	26	65.38	34.61
2020-21	15	9	24	62.5	37.5
2021-22	15	9	24	62.5	37.5
2022-23	15	9	24	62.5	37.5



The total number of male teaching staff is nearly double the female teaching staff.

• **Gender Balance in Non-Teaching staff of Azad Hind Fouz Smriti Mahavidyalaya:**

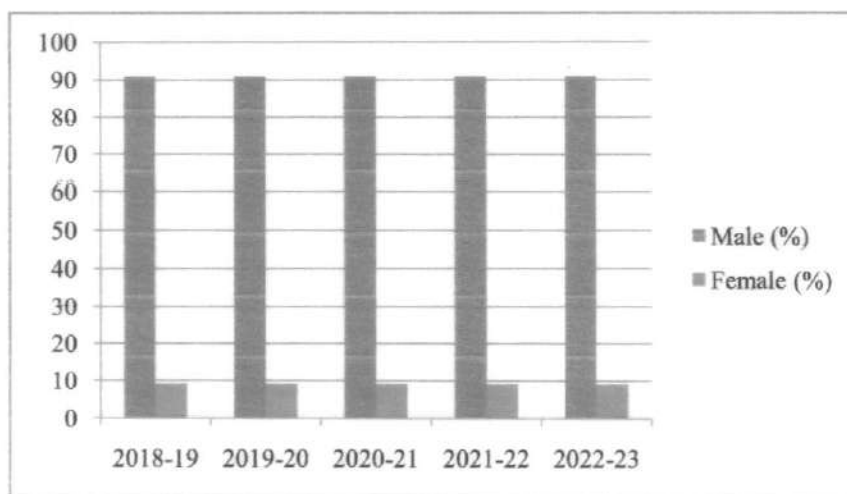
Session	Male	Female	Total	Male (%)	Female (%)
2018-19	9	1	10	90	10
2019-20	9	1	10	90	10
2020-21	8	1	9	88.88	11.11
2021-22	8	1	9	88.88	11.11
2022-23	8	1	9	88.88	11.11



Here also, the total number of male non-teaching staff is overwhelmingly more than female non-teaching staff.

• **Gender Balance in Azad Hind Fouz Smriti Mahavidyalaya Governing Body:**

Session	Male	Female	Total	Male (%)	Female (%)
2018-19	10	1	11	90.90	9.09
2019-20	10	1	11	90.90	9.09
2020-21	10	1	11	90.90	9.09
2021-22	10	1	11	90.90	9.09
2022-23	10	1	11	90.90	9.09

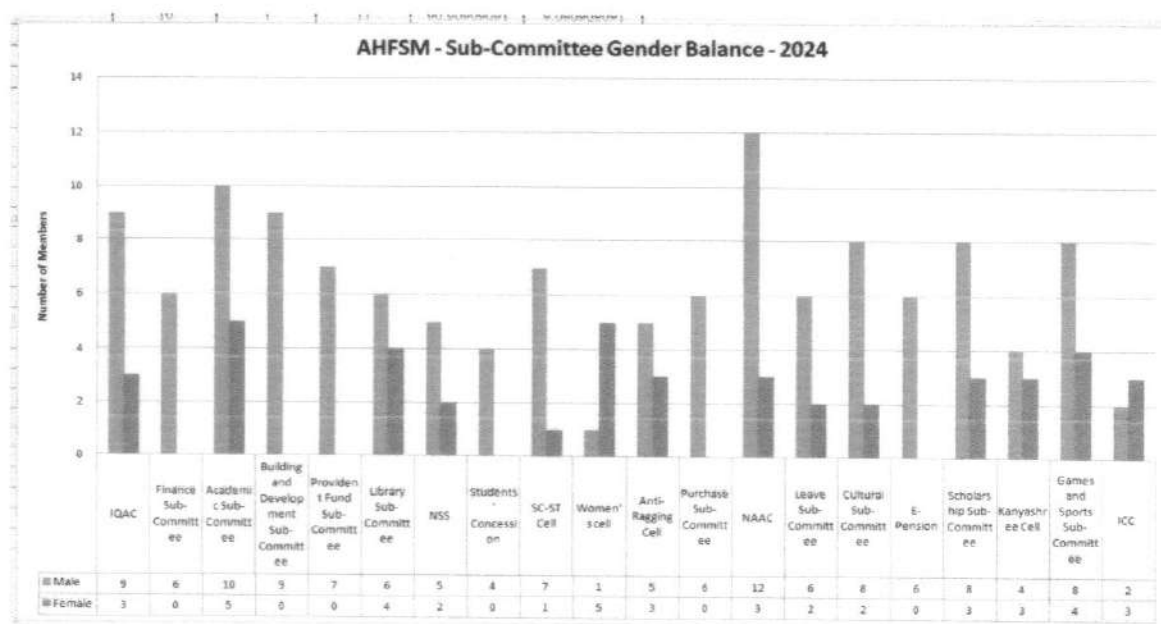


Given data and figures show the gender disparity in the Governing Body of Azad Hind Fouz Smriti Mahavidyalaya which is the highest administrative body of the College. However, the minor female representation is not a policy of the College. The composition of the College Governing Body is decided partly by the State Government and partly it is determined by Election amongst Teaching and Non-teaching staff.

• **Gender Balance in Cells and Sub-Committees of Azad Hind Fouz Smriti Mahavidyalaya:**

Cells and Committees	Male	Female	Total	Male (%)	Female (%)
IQAC	9	3	12	75	25
Finance Sub-Committee	6	0	6	100	0
Academic Sub-Committee	10	5	15	67	33
Building and Development Sub-Committee	9	0	9	100	0
Provident Fund Sub-Committee	7	0	7	100	0
Library Sub-Committee	6	4	10	60	40
NSS Sub-Committee	5	2	7	71	29

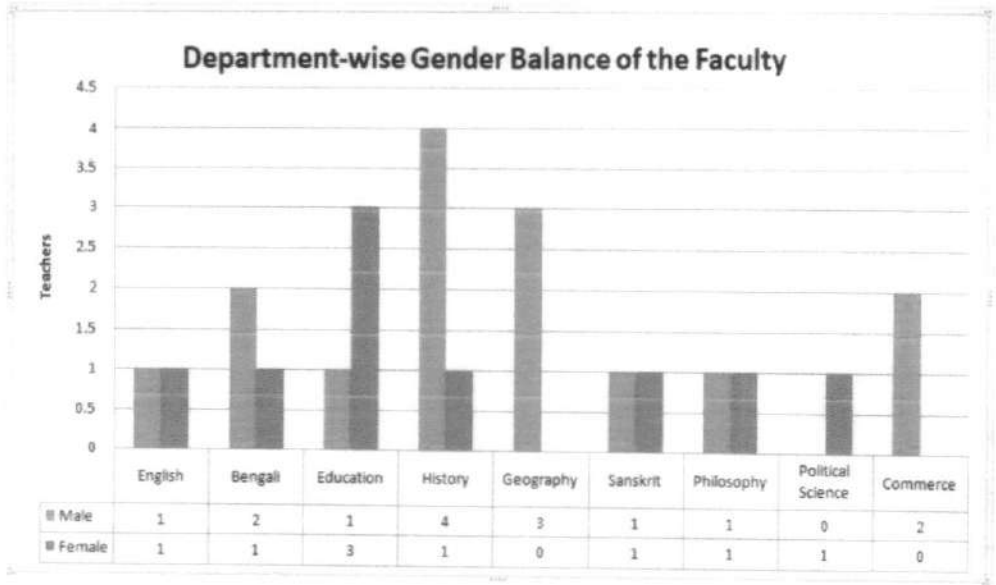
Students' Concession	4	0	4	100	0
SC-ST Cell	7	1	8	88	13
Women's Cell	1	5	6	17	83
Anti-Ragging Cell	5	3	8	63	38
Purchase Sub-Committee	6	0	6	100	0
NAAC Sub-Committee	12	3	15	80	20
Leave Sub-Committee	6	2	8	75	25
Cultural Sub-Committee	8	2	10	80	20
E-Pension Sub-Committee	6	0	6	100	0
Scholarship Sub-Committee	8	3	11	73	27
Kanyashree Cell	4	3	7	57	43
Games and Sports Sub-Committee	8	4	12	67	33
ICC	2	3	5	40	60



Given data and figures show the gender disparity in the different Cells and Sub-Committees of Azad Hind Fouz Smriti Mahavidyalaya.

- Gender Balance among the faculty presents a better picture in some of the Academic Departments:

Departments	Male	Female	Total	Male (%)	Female (%)
English	1	1	2	50	50
Bengali	2	1	3	67	33
Education	1	3	4	25	75
History	4	1	5	80	20
Geography	3	0	3	100	0
Sanskrit	1	1	2	50	50
Philosophy	1	1	2	50	50
Political Science	0	1	1	0	100
Commerce	2	0	2	100	0



6. Findings and Recommendations:

The Gender Audit of Azad Hind Fouz Smriti Mahavidyalaya reveals the following:

1. The enrolment of girls is increasing in the College and significantly higher than boys in most of the academic sessions
2. Gender Balance is not favourable among College staff. In both cases the number of men is greater than women.
3. Gender Balance is not favourable in the various Cells and Sub-Committees carrying out academic and administrative responsibilities.
4. There is no third gender in the College at present.
5. The College is committed to Gender Equity and the College Staff face no gender-related problems within the College while carrying out their professional responsibilities.

Nevertheless, the Gender Audit Team recommends that Azad Hind Fouz Smriti Mahavidyalaya conducts regular gender sensitization awareness programmes to achieve Gender Balance.

In the coming years, the College should try to –

1. Increase the number of female staff to Cells and Sub-Committees
2. Organize co-curricular activities for all students and programmes for all staff members
3. Organize skill development programme for boys and girls to encourage self-employment
4. Organize awareness programmes on the Rights of Women
5. The College should look into the concerns of the third gender, if any student or staff evolves from the community, in future

Conclusion:

The Gender Audit Team believes that Azad Hind Fouz Smriti Mahavidyalaya has several strengths and some weaknesses which can be overcome through gradual changes in future.



Azad Hind Fouz Smriti Mahavidyalaya

Domjur, Howrah

Established 1986

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SIGNATURES OF GENDER AUDIT TEAM

Sl. No.	Name	Designation	Signature
1	Dr. Jaydeep Sarangi	Principal, New Alipore College, Kolkata	 Principal New Alipore College Block-L, New Alipore Kolkata - 700 053
2	Dr. Soma Bandyopadhyay	Principal, Narasinha Dutt College, Howrah	 Principal Narasinha Dutt College Howrah
3	Dr. Ajanta Paul	Principal Women's Christian College, Kolkata	 Principal & Professor Women's Christian College 6, Green Church Row Kolkata - 700 029
4	Dr. Supriyo Chakraborty	Principal, Azad Hind Fouz Smriti Mahavidyalaya, Domjur, Howrah	 Principal Azad Hind Fouz Smriti Mahavidyalaya Domjur, Howrah
5	Dr. Aditi Sengupta	Associate Professor, Department of English & IQAC Coordinator, Azad Hind Fouz Smriti Mahavidyalaya, Domjur, Howrah	 Co-ordinator Internal Quality Assurance Cell Azad Hind Fouz Smriti Mahavidyalaya Domjur, Howrah
6	Dr. Julie Dutta	Assistant professor Department of Education & Convener, Women's Cell, Azad Hind Fouz Smriti Mahavidyalaya, Domjur, Howrah	
7	Dr. Palash Bandyopadhyay	Associate Professor, Department of Commerce & Bursar, Azad Hind Fouz Smriti Mahavidyalaya, Domjur, Howrah	 Bursar Azad Hind Fouz Smriti Mahavidyalaya Domjur, Howrah